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CONSTITUTION

MAR 19 1917
REMOTE STORAGE
of the

International Association of Bridge, Structural & Ornamental Iron Workers

Organized February 4, 1896

This Constitution was revised and approved at New Orleans, La.,
September 18, 1916.

Amendments were approved by referendum vote, effective February 1, 1917.

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PREAMBLE

"It being a self-evident fact, fully demonstrated by past experience, that centralization and unity of action among the iron industry of this country is necessary in order to successfully deal with the ever-growing encroachments of organized capital, and the many grievances of which our craft is subjected to which require speedy adjustment, and upon the satisfactory settlement of which may hinge the welfare of all brothers in our craft, therefore, believing that this may best be obtained by united action and effort, thus forming a solid representative organization, each pledged to carry into effect the immortal injunction that 'an injury to one is the concern of all,' we pledge ourselves to make any reasonable sacrifice in order to uphold these principles and to advance and perpetuate the Union."

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CONSTITUTION.

NAME.

Section 1. This organization shall be known as the International Association of Bridge, Structural and Ornamental Iron Workers.

MEMBERSHIP.

Sec. 2. This organization shall consist of an unlimited number of bridge, structural and ornamental iron workers and pile drivers' local unions and the various members thereof and it shall not dissolve as long as any two local unions oppose such dissolution.

QUALIFICATIONS.

Sec. 3. Any candidate to be admitted to membership in any local union of the International Association must be a practical workman, and must be of good moral character and competent to demand standard wages.

Sec. 4. Any applicant failing to meet the requirements of a local union affiliated with the International Association shall not be eligible for membership in any other local union of the International Association for a period of six months after being rejected by the first local union that he applied to. Should said applicant gain membership by false pretenses, his Due Book shall be revoked.

Sec. 5. A person who has been fined, suspended, expelled or rejected by any local union of the International Association shall not be eligible to membership in any other local until such time as any fine that has been imposed has been paid to the local imposing said fine, except by permission of the International Executive Board. Any local union violating this law shall be fined the

amount of said fine, same to be collected by the International Association and paid into the treasury of the local imposing said fine.

Sec. 6. Any one making application to a local union shall be compelled to pay his full initiation fee to the local union to which he has made application.

OBJECTS.

Sec. 7. The objects of the International Association shall be to encourage a higher standard of skill, to cultivate feelings of friendship among the craft, to assist its members in securing employment, to reduce the hours of labor, to secure adequate pay for the work of its members by legal and proper means, to discourage piece work, to cultivate the moral, intellectual and social condition of all members and to improve this trade.

JURISDICTION.

Sec. 8. The erection and construction of all steel and cast-iron structures, ornamental or otherwise, viz: Bridges and viaducts, steel stacks, steel coal bunkers, ash, coal and ore conveyors, car-dumpers, jail and cell work, steel grain elevators, and tanks, steel standpipes, steel water tanks, enamel steel tanks, iron and steel bulkheads, steel towers, blast furnaces, including skip hoists and top rigging, ash pans and ash hoppers. All structural work pertaining to buildings, or such as gallows frames in support of boiler frames, and all steel or cast iron work pertaining to buildings, or in support of boilers, including foundation beams, columns, beams or girders, and structural work for safe deposit vaults, mullions, steel or cast iron; also the wrecking and dismantling of the above mentioned or anything pertaining thereto; also any work required to change, or alter in field material shipped from the shops, such as framing, cutting, bending and drilling,

burning and welding by acetylene, gas and electric machines; ornamental front work (solid or shell); corrugated sheet work when attached to steel frames, plates, anchors, caps, corbells, light lintels, brewery tank and vat work.

Sec. 9. The jurisdiction shall extend to the erection and removal of all necessary false work, all derricks, travellers and scaffolding, all pile-driving and wharf-building and the handling and operating of derricks, on all forms of construction work.

Sec. 10. Iron, steel and reinforced concrete are included in the above claim, and under no circumstances are any of the above three items to be conceded to a pile-drivers' or derrick men's union by this Association. The moving and placing of heavy machinery in bridges and buildings, elevator cars, elevator pans, all grating, bucks for hallways, iron partitions, ceilings, hangers, clips and all bracket work; work appertaining to concrete work, all iron flooring, rolling shutters and curtains, iron frames, Kalameined and iron doors, shutters, cast tiling, trench frames, plates, overhead travelers, all wire work, railings, window guards and all fencing, all metal forms and false work pertaining to concrete construction. Lowering, hoisting and placing on foundations of all machinery, tanks, dryers, sectional watertubes and tubular boilers, hoisting and erecting of all stokers, placing on foundation of all pumps, placing of deposit boxes, lowering, hoisting and placing of all safes and dismantling of all old vaults, accumulators and steam engines; lowering and hoisting of all rams and cylinders: traveling sheaves and vertical hydraulic elevators, lowering and hoisting and placing in permanent position all electric elevator machines that require rigging. Rails in carload lots shall be loaded and unloaded and carried into building by members of the above organization.

Sec. 11. The erection and construction of all ornamental and structural iron, brass and bronze, all grill work, sidewalk and vault lights, skylights, roofs and towers, all elevator and dumb-waiter enclosures, all iron fronts, metal furniture, all hollow metal stair and elevator enclosures, all metal ornamental work, mail, baggage or ash chutes, all cast or wrought iron ventilators, iron stairways, fire escapes, iron or steel signs, and all housesmith work on buildings.

CONVENTION.

Sec. 12. The convention of this Association shall be held biennially, on the third Monday of September, at such place as may be designated by the last preceding convention.

Sec. 13. On motion of five local unions in good standing, no two local unions being from one state, the time and place or either of them of holding a convention may be changed. Whenever such motions, after being duly passed by the locals proposing them, have been presented to the Secretary-Treasurer, a referendum vote of the members of the International Association shall be taken and a majority of all the votes cast shall be decisive. A special convention may be called in the same manner.

Sec. 14. A quorum for the transaction of business shall consist of a majority of the local unions represented at the convention.

REPRESENTATION.

Sec. 15. Each local union shall be entitled to representation as follows: One for 100 members or less, and an additional one for each 100 or major fraction thereof, up to 500; one for each additional 250 or major fraction thereof up to 1,000, and one for each additional 500 or major fraction thereof thereafter.

Sec. 16. Representation shall be based upon the average number of monthly dues stamps purchased during the fiscal year.

Sec. 17. Each delegate shall establish his claim to a seat by credentials duly signed by the President and Secretary of the local union he represents, with the seal of said local union attached.

Sec. 18. No member shall be eligible as a delegate or proxy delegate to a convention of the International Association unless he is a practical structural or ornamental iron worker or pile driver, working at the trade three months or more in the past year, or who has been injured and incapacitated at the trade and still retains active membership in the local union, and must be six months a member in good standing in the local union.

No delegate shall be permitted to cast more than one proxy vote and then only for the local from which he is elected.

Sec. 19. A local union which is indebted to the International on its accounts of the last fiscal year shall not be entitled to representation unless such indebtedness be paid previous to the calling to order of the convention.

Sec. 20. No local union shall be entitled to representation unless organized at least four months prior to date of holding convention.

Sec. 21. The election of delegates and alternates shall be held at a regular meeting or election on or before the 15th day of July of the year the convention is held.

Sec. 22. The recording secretary shall within one week after any election of delegates report to the International Secretary-Treasurer the name and postoffice address of each delegate and alternate. If he fail to do so, he shall be fined in the sum of

five dollars, which said sum shall be payable into the International treasury.

OFFICERS.

Sec. 23. The officers shall consist of a President, First, Second, Third, Fourth, Fifth and Sixth Vice-Presidents, and a Secretary-Treasurer, who shall constitute the Executive Board. No local union shall be entitled to more than one of said officers or members of Executive Board.

Sec. 24. All officers shall be elected at and during each biennial convention, and they shall be elected in the order as set out in the previous section, and shall serve for the period of two years and until their successors are elected and duly qualified. Any member of this Association holding any salaried office in his respective local union and who is elected to any International office shall be required to resign from all salaried offices of his respective local.

Sec. 25. Each officer shall be voted upon separately and each election shall be conducted by three judges of election. In the event there are not more than two candidates for any office, each candidate shall name one judge of election and the President shall appoint the third judge. If there are three candidates, each candidate shall select one judge, and if there are more than three candidates for one office, the three candidates first nominated shall name the judges of election.

Sec. 26. The election shall be conducted by secret ballot; the Secretary shall call the roll and each delegate shall step to the ballot box and deposit his ballot in the ballot box in the presence of the judges. A majority of all votes cast necessary for an election.

Sec. 27. All officers, at the expiration of their terms of office or when removed, shall

deliver to their successors all books, papers, money and other property in their possession belonging to the International Association, and they shall not be relieved from their bonds until this law is complied with.

Sec. 28. The President and Secretary-Treasurer shall be members of the succeeding convention, but without vote. They shall be eligible for re-election and their hotel and railroad expenses shall be defrayed by the International Association. In the event of the President or Secretary-Treasurer being returned as delegates by their respective local unions, their expenses shall be paid by the local union they represent, and they shall be vested with the same powers and privileges as other delegates. Nothing herein contained shall deprive the President of his established prerogative of voting in case of a tie.

DUTIES OF THE PRESIDENT.

Sec. 29. It shall be the duty of the President to devote his whole time to the interests of the International Association. He shall preside at all sessions of the biennial convention and conduct the same according to parliamentary law in conformity with the Constitution, and appoint the following committees, which shall consist of no less than five delegates: Officers' Reports, Constitution, Resolutions and Propositions, and Press Committees, and any other that the convention may order, unless otherwise specially provided for. In the event of a death, resignation, suspension or removal of any officer, he shall appoint a successor to fill the vacancy thus created, and said member appointed shall be a member in good standing of the local union to which his predecessor belonged; such appointment to be approved by the Executive Board and made in accordance with Section 23. He shall, in conjunction with the Secretary-

Treasurer and Executive Board, grant and sign all charters and official documents and exercise a general supervision over the affairs of the International Association. He shall organize, or cause to be organized, local unions in isolated localities. He shall submit to the Secretary-Treasurer at the end of each month an itemized account of all money expended by him. He shall make partial reports of his transactions for publication in the Official Journal, monthly, and shall report all of his transactions to the succeeding convention of the International Association. The President shall select expert auditors, subject to the approval of a majority of the Executive Board, who shall audit the accounts of the Secretary-Treasurer quarterly, a copy of this report to be forwarded to each local and a full report of the audits published in the Official Journal at the end of the fiscal year. The President shall be jointly responsible with the Secretary-Treasurer for the disbursement of all funds from the treasury of the International Association, with the exception of the sum of \$10,000, which shall be placed at the disposal of the Secretary-Treasurer for current expenses, said sum to be replenished, when necessity requires, by and with the consent of a majority of the Executive Board, by an order countersigned by the President. He shall, before assuming his duties, execute a surety bond with a reliable surety company in the sum of not less than two thousand five hundred dollars (\$2,500), subject to the approval of the Executive Board, and payable to the International Association. The President shall receive for the faithful performance of his duties the sum of two thousand five hundred dollars (\$2,500) per annum, payable in monthly installments, and he shall be allowed on presentation of receipted bills, railroad fare, telegrams and telephone messages, and four dollars (\$4.00) per day for hotel expenses.

DISPUTES BETWEEN LOCALS.

Sec. 30. In cases where disputes arise between local unions regarding the jurisdiction of territory, or the different branches of the trade, the parties in dispute shall each select a committee of three to meet jointly and define certain boundary lines; on their failure to arrive at a decision, the President shall appoint a disinterested member of the Executive Board to act as referee, and his decision shall be binding on all parties, pending an appeal to the next convention, which decision shall be final and binding. The expenses of said arbitrator shall be borne equally by the local unions interested.

Sec. 31. The Secretary-Treasurer, on order of a majority of the Executive Board, shall deposit to the credit of the President the sum of five hundred dollars (\$500). When the money in this fund is exhausted the President shall submit to the Executive Board, through the Secretary-Treasurer, an itemized account of money expended, and the Secretary-Treasurer shall, upon order of a majority of the Executive Board, replenish this fund from time to time, not to exceed five hundred dollars (\$500); in no case shall this fund be replenished except said itemized account is presented and approved. Said fund shall be in addition to the amounts otherwise provided for herein for the President.

Sec. 32. All fines to be imposed under this Constitution, and not otherwise provided for herein, shall be imposed by the International President.

DUTIES OF VICE-PRESIDENTS.

Sec. 33. It shall be the duty of the First Vice-President to assist the President in conducting the meeting of the International Association. In the absence of the President he shall preside, and in every respect discharge the duties of the President, and

he shall be subject to the same rules of discipline while acting as such.

Sec. 34. The duties of the Second Vice-President and other Vice-Presidents in their respective order shall be the same as the First Vice-President in the absence of the President and First Vice-President.

DUTIES OF THE SECRETARY-TREASURER.

Sec. 35. It shall be the duty of the Secretary-Treasurer to devote his whole time to the interests of the International Association. He shall read all petitions and communications submitted to the Executive Board and Biennial Convention, and file and safely keep all important papers and seal all charters and official communications emanating from International Headquarters. At each Biennial Convention he shall submit a complete printed report of the receipts and expenditures during his term of office, the membership of the International Association, with the number of deaths, suspensions and withdrawals. The fiscal year shall begin July first and end June thirtieth. He shall also present report of the local unions organized and disbanded and all other matter pertaining to his office. He shall receive all money due the International Association for monthly dues and assessment stamps and other sources, and issue receipts for same. He shall be the custodian of the funds of the International Association and shall attend Biennial Convention of same and all meetings of the Executive Board with necessary books and papers. He shall, with the approval of the Executive Board, employ such assistants as are necessary for the performance of his duties; such assistants must, as far as practicable, come from the ranks of the International Association. He shall furnish supplies to local unions and perform such other duties as are generally required of a Secre-

tary-Treasurer. He shall keep all money collected for death insurance in a separate fund, and maintain a complete account of the receipts and expenditures of the same in a separate set of books; the above shall also apply to the Official Journal. He shall open an office, which shall be used jointly by the President, Secretary-Treasurer and Executive Board. He shall, before assuming his duties, execute a bond with a reliable surety company in the sum of not less than ten thousand dollars (\$10,000), said bond to be subject to the approval of the Executive Board and payable to the International Association. Should the amount in the hands of the Secretary-Treasurer exceed the amount for which he is bonded, he shall deposit such surplus funds in a separate depository approved by the Executive Board. The Secretary-Treasurer shall qualify within sixty days from date of election, failing in which, the Executive Board shall proceed to select a member to fill the office, who shall qualify as herein specified. The Secretary-Treasurer shall receive for the faithful performance of his duties the sum of two thousand dollars (\$2,000) per annum, payable in monthly installments.

Sec. 36. The Secretary-Treasurer shall submit to the President a list of delegates-elect to the Biennial Convention. From his list of eligibles three delegates shall be selected to act as an Auditing and Credential Committee. This committee shall meet at Headquarters five days previous to the meeting of the convention to audit the Secretary-Treasurer's books and accounts, and pass on credentials of delegates-elect to the convention.

GENERAL REGISTER.

Sec. 37. The Secretary-Treasurer shall keep a General Register, in which he shall record the names of all members of the International Association and their standing

therein, together with the names of the persons to whom their beneficiary certificates are payable.

FUNDS—HOW DEPOSITED.

Sec. 38. The Secretary-Treasurer shall place all funds in a depository selected by the Executive Board to the credit of the International Association of Bridge, Structural and Ornamental Iron Workers and Pile Drivers. He shall be the custodian of the certificates or other evidence of deposit or investment. Funds so deposited shall not be withdrawn without the approval of the President, Secretary-Treasurer and a majority of the Executive Board, except that said funds may be used to pay the regular current expenditures of the Association by check drawn by the Secretary-Treasurer.

DUTIES OF THE EXECUTIVE BOARD.

Sec. 39. The Executive Board shall consist of the President and the six Vice-Presidents. They shall hold meetings when necessary in which the Secretary-Treasurer shall have the right to a voice, but no vote. All correspondence for the Executive Board shall come through the Secretary-Treasurer.

Sec. 40. Upon all matters not otherwise specifically provided for herein, the Executive Board shall have power to act. It shall decide all points of law, all grievances and appeals submitted to it in proper form and its decision in all matters shall be binding unless reversed by the convention. The Board shall have power to authorize strikes in conformity with this Constitution. It shall examine the bonds of the President and Secretary-Treasurer and hold them in trust and shall have general supervision over the International Association.

Sec. 41. If any local union whose members are in good standing as per Section 3,

should become financially embarrassed on account of any strike, for a reduction of the hours of labor or an increase of the regular wages or against the employment of non-union men, the Executive Board shall have power to assist them financially and, if necessary, to levy an assessment on the members of the local unions connected with the International Association.

Sec. 42. If, at any time, a crisis, disaster, fatality or other emergency should occur, the Executive Board shall have authority to levy an assessment sufficient to replenish the treasury of the International Association for the expense incurred through such crisis, disaster, fatality or other emergency.

Sec. 43. When a general agreement is to be drafted, it shall be drawn up and entered into by the Executive Board and one member from each local union that is not represented on the Executive Board. The above member shall be selected and his expenses paid by the local union of which he is a member. The Secretary-Treasurer shall notify all local unions as to time and place of meeting.

Sec. 44. The Executive Board shall make a report in writing of all their official business for the preceding year, at the convention.

Sec. 45. When the funds of the International Association are \$1,000.00 or less, an assessment of twenty-five cents per member may be called by the Executive Board, and no money can be appropriated for any purpose except salary for officers.

Sec. 46. Charges against any local union may be filed with the International President. Any local union charged with violation of any of the provisions of the Constitution shall be notified of the charges by

the President, and in such notification shall be directed to appear before the Executive Board, or before any member thereof designated by the President, to answer to such charges. If such charges are heard by one member of the Executive Board, he shall cause to be transcribed all the evidence produced before him, to which he shall attach his recommendation as to a finding with reference to said charges, all of which shall be transmitted to the Secretary-Treasurer and by him to the members of the Executive Board. Said members of the Executive Board may thereupon submit their findings in writing and if two-thirds of the said Board shall decide that said local union has violated the Constitution, it shall be fined not less than one hundred dollars nor more than five hundred dollars, and the Secretary-Treasurer shall notify all local unions of the Executive Board's decision. If said charges are tried by the Executive Board as a whole, the same vote shall be necessary to sustain a finding and the fine shall likewise be the same. All fines shall be paid to the Secretary-Treasurer within sixty days after being imposed. Upon the payment of such fine, the local union shall have the privilege of appealing from the decision of the Executive Board to the next convention and the decision of such convention shall be final. Upon the refusal of the local union to pay this fine, it shall stand suspended without right of appeal, and the Secretary-Treasurer shall notify all local unions of said suspension.

DUTIES OF AUDITING AND FINANCE COMMITTEES.

Sec. 47. The duties of the Auditing and Finance Committee will be to investigate all claims and bills of the International Association, and under no circumstances can a bill be voted on or considered before it is referred to the Finance Committee at convention assembled.

GENERAL DUTIES OF OFFICERS.

Sec. 48. Vice-Presidents and Organizers shall report to the Secretary-Treasurer monthly, giving an itemized account of their expenses for the previous month. This report shall be forwarded to the Secretary-Treasurer on or before the fifth of every month. They shall also send in a monthly report of their work, and at least every quarter they shall send, for publication in our Official Magazine, a report giving in detail the work they have done during that period.

Sec. 49. Charges against any officer of the Association may be filed with the International President, and if, in his judgment, said charges are sufficiently serious to warrant such action, he shall suspend the officer charged pending trial of the charges. The charges against the President shall be filed with the First Vice-President.

Sec. 50. Before any officer shall be placed upon trial on any charge made against him, such charge shall be submitted in writing, signed by a local union in good standing or three members in good standing, a copy of such charges shall be submitted to each of the members of the Executive Board, and if a majority thereof deems the charges sufficient to warrant a trial, the President, or if the charges be against him, the Vice-President, shall appoint a day for trial and direct the Secretary-Treasurer to notify the accuser and accused of the time and place of such trial. Such trial shall be held either before the Executive Board or before one member thereof as in the case of charges against local unions. In either event the accused may have counsel whether he be present in person or not, provided that no one shall act as counsel who is not a member in good standing. On the day appointed for trial, if said trial shall be by the whole

Board, it shall convene at Headquarters, but if it shall be by one member of the Board, then said trial shall be held at the place designated by the President. All the parties, as well as the Board members, may summon witnesses to appear and testify. A full and complete record of the proceedings and the testimony shall be kept, and if the trial be by the Board the Board shall make a finding, and if the trial be by a member of the Board, a complete copy of all records and testimony of the proceedings shall be sent by the Secretary-Treasurer to each member of the Board, to which shall be attached the recommendation of the member of the Board trying said charges. The members of the Board shall thereupon make their findings in writing and transmit the same to the Secretary-Treasurer. A majority decision shall be sufficient. Should the accused be found innocent, he shall be acquitted and exonerated, but should he be found guilty he shall be censured, suspended for a definite period of time or removed from office, and the Secretary-Treasurer shall immediately notify the accused as well as all local unions by circular letter of the decision rendered in the case.

APPEAL FROM DECISION OF EXECUTIVE BOARD.

Sec. 51. Should the officer so suspended or removed consider that an injustice has been done him by the Executive Board, he may appeal to the next convention and so notify the Secretary-Treasurer at least thirty days prior to the assembling of the convention. Such appeal may be presented to the convention by the defendant or his counsel at the proper time, together with any new evidence he may possess. The Executive Board shall present all evidence taken in the case, and the convention shall carefully and impartially consider the case. The defendant may be heard in person or by counsel, not exceeding three in number, who must be members in good standing.

The counsel and the Board shall submit their arguments. The question shall then be put: "Shall the decision of the Board be sustained?" After which the vote shall be taken without debate. A two-thirds vote of the convention will be necessary to reverse a decision made by the Executive Board.

SALARY.

Sec. 52. Any member of the International Association who is obliged to cease his regular employment in the performance of his duties for the International Association, shall receive the sum of six dollars per day, transportation and four dollars per day for hotel expenses.

SOURCES OF REVENUE.

Sec. 53. The revenue of the International Association shall be derived from the following sources:

1. Sale of monthly dues and initiation stamps.
2. Sale of supplies.
3. Advertising.
4. Interest on money in bank.
5. General membership fees and dues.
6. Assessments levied in accordance with provisions of the Constitution.

Sec. 54. There shall be paid as per capita tax the sum of 50 cents per member per month on all members in good standing on the books. A valuation of 50 cents shall be placed on initiation stamps. Dues and initiation stamps shall be secured from Secretary-Treasurer and remittances made in accordance with above valuation.

Sec. 55. Any member who removes a canceled dues stamp from his dues book, and replaces the same in another space other than the month or year for which it was paid for, shall be fined the sum of

twenty-five dollars (\$25.00), said fine to revert to the International Association.

Sec. 56. Financial Secretaries shall make a written report monthly to the Secretary-Treasurer on the official blanks furnished for that purpose, containing the names and numbers of the candidates initiated, and members reinstated, received on transfer, suspended, died, expelled, withdrawn or transferred out.

Sec. 57. Should the Financial Secretary fail to make report for the preceding month by the 15th of the following month, the local union shall be fined \$5.00 for the first offense, and \$10.00 for the second offense, payable into the International treasury.

Sec. 57A. Financial Secretaries shall, not later than the 10th of the month, make a report for the preceding month of all members who have paid dues and assessments for the month, this report to be the original sheet of "day book," these books to be furnished local unions at cost by the International Association, these day books to have spaces to record the amount paid, the months paid for, total amount paid, and the name and card number of members making payment, with the date of payment. Should the Financial Secretary fail to send the report of his local union in by the 10th of the month for the preceding month, the local union shall be fined \$5.00 for the first offense, \$10.00 for the second offense, and the penalty for any further failure to report shall be the suspension from office of the offending Financial Secretary.

Sec. 58. All money due Headquarters must be forwarded by the Financial Secretary of the local union on the first meeting night of each and every month, for the past month, stating specifically to what account said remittance to be applied to and be

made payable by express or postoffice money order, check or bank draft to the Secretary-Treasurer, who shall issue receipt for same.

Sec. 59. A standard initiation fee of \$25.00 shall prevail in all local unions, except by consent of Secretary-Treasurer and the Executive Board. Any local union may raise their initiation fee to \$50.00, or any local union may open their charter for membership for a period of three months, and such local union can not charge less than \$5.00 for the initiation during these three months. And where any local union initiation fees are above the standard initiation fee of \$25.00, said local shall be compelled to accept any member transferring in who has been a member of the International Association for a period of one year, and said member will be accepted without paying an extra initiation fee. This to apply to outside locals only.

Sec. 59A. Any member of the International Association who is in arrears for more than six months on his dues and assessment account shall be considered a lapsed member, and he shall be reported as such by the Financial Secretary of his local union. Any lapsed member, to be reinstated to good standing in his local union, must pay the regular initiation fee, and shall not be eligible for death benefits until he has been reinstated to good standing for a period of six months.

Sec. 60. Any local union may open its charter for a stated time by the consent of the Secretary-Treasurer and a majority of the Executive Board; it being understood that any member taking advantage of the open charter will not be allowed to work outside the jurisdiction of the local union with which he is affiliated for a period of twelve months, except by paying a differential fee. This law also to apply to newly organized local unions.

LOCAL UNIONS.

Sec. 61. Ten practical structural or ornamental iron workers or pile drivers of good moral character and competent to demand standard wages, may form a local union by conforming to the constitutional requirements.

Any time that ten practical structural or ornamental iron workers, pile drivers or shopmen apply for a charter, said men shall have their names sent to all local unions by the International Secretary-Treasurer before said charter is issued.

Sec. 62. Upon the receipt of application for a charter from the International Association, the subject-matter shall be referred to the Executive Board, which shall have full power to act. If the Executive Board favors the granting of a charter, the Secretary-Treasurer shall proceed to issue same as provided by the Constitution. The Secretary-Treasurer shall not number any new charter the same as of any lapsed or suspended local.

Sec. 63. The fee shall be fifteen dollars (\$15.00) for charter and complete outfit, and said fee shall, with the names and descriptions of the charter members, accompany each application. Above application is to be made on blank forms, which can be obtained from the Secretary-Treasurer. Each local union shall have the power to enact its own laws, subject to approval by the Executive Board. The International Constitution shall govern at all times over local laws.

Sec. 64. Any local union which shall become in arrears to the International Association for sixty days shall be immediately notified to that effect by the Secretary-Treasurer and if their account remains unsettled for the space of four weeks after notice, they shall stand suspended, and all local unions be notified of such action.

Sec. 65. Any local union suspended for non-payment of per capita tax, fines or assessments shall be reinstated upon the payment of all arrears and an additional fifteen dollars (\$15.00). All local unions shall be notified of such reinstatement.

Sec. 66. If, at any time, a local union should dissolve, all property, books, charters and funds held by or in the name of, or on behalf of said local union become forfeited to the International Association and shall be forwarded immediately by express to the Secretary-Treasurer, and if the officers and members of said local union fail to comply with this provision, they shall forfeit their right of membership in the International and may be prosecuted according to law.

Sec. 67. It shall be the duty of the Secretaries to cancel old Membership Books when issuing new ones. Any Secretary not complying shall be fined not less than \$5.00.

Sec. 68. All local unions shall notify the Secretary-Treasurer of members fined, suspended, expelled or defaulting. The Secretary-Treasurer shall send a copy of such names to all other local unions.

Sec. 69. Each local union shall have an Examining Board to examine into the qualifications of candidates seeking admission as members of a local union of this body. A copy of every candidate's application for membership shall be sent to Headquarters bearing the name of vouchers and the Examining Board, also the amount of initiation fees or fines, and if rejected, the reason for rejecting the candidate. No membership numbers will be granted for new members unless this rule is complied with.

Sec. 70. No local shall accept or make an agreement governing the employment of apprentices for less than on a basis of one apprentice to seven mechanics. This clause

to apply only to structural locals. Where jurisdiction lines have been established or allotted to each and every local, and the said jurisdiction lines overlap one another, and where such condition exists, and a Finishers Local is involved, each and every local shall be prohibited from accepting as members men to be known as Finishers' Helpers, with the exception of the Finishers Local.

Sec. 71. No charter shall be removed from the city to which it was issued, and must be displayed at any and all meetings.

Sec. 72. Meetings must be held once or more every month. If a local union fails to meet at least once a month the Secretary-Treasurer shall have power to revoke said charter, by and with the consent of a majority of the Executive Board.

Sec. 73. At the request of a local union the Secretary-Treasurer, with the consent of the Executive Board, may issue sub-charters for the benefit of men working in towns or country outside of a limited distance of the original charter. The Constitution and By-Laws of the original local union shall be the Constitution and By-Laws of the sub-local union.

A fee of \$3.00 shall be charged for each sub-charter issued.

Sec. 74. No local union shall send circular letters to other local unions asking for financial aid or assailing the character of any member of the International Association without first submitting said circular or letter to the International Executive Board for their approval.

Failure to abide by the above law shall subject the local union to fine or suspension.

Sec. 75. The books and accounts of local union shall be open to inspection to an accredited representative of this International Association, when, in the judgment of the

International Executive Board, the same is deemed necessary to preserve the best interests of the local union or the International Association.

Sec. 76. The Secretary of each local union must send with the delegates to the Annual Convention all receipts of amounts paid by said local union to the Secretary-Treasurer; those receipts must be presented to the Finance and Auditing Committee for comparison with the Secretary-Treasurer's books.

Sec. 77. It shall be the duty of the Secretary of each local union to report to the Secretary-Treasurer in duplicate, on the last day of each calendar month, the number of jobs in course of erection, the name of the firm having same—if sub-contracted—the name of the original contractor, and also the sub-contractor and the name of the superintendent or foreman on said job. This section shall apply to union and non-union work. The Secretary-Treasurer shall furnish each local union suitable blanks for the above reports. The Secretary-Treasurer shall keep one copy on file in his office, and forward the other copy to the President for his guidance. Any Secretary who fails to comply with this section shall be fined five dollars for the first offense and ten dollars for each additional offense.

Sec. 78. Any member of the International Association who ships out to work through the office of any local union and fails to live up to the provisions of the written agreement under which he shipped, shall be fined the amount of the railroad fare, plus \$10. Fare to be refunded to shipper; fine to revert to the International Association and be collected by the local union in which member deposits transfer card.

Sec. 79. Any local union that fails to enforce Section 78 shall be fined \$10.00, plus railroad fare advanced by contractor.

Sec. 80. A certified copy of each audit of the books of local unions shall be forwarded to headquarters ten days after same has been made.

Sec. 81. It shall be mandatory for local unions in cities and nearby localities, where there are two or more local unions, to form District Councils or Joint Executive Boards. Any local union refusing to affiliate with such councils or joint executive boards shall have their charter revoked. All locals affiliated in such councils or joint boards shall have equal representation in conducting the business of such councils or boards; the expense of conducting these bodies shall be borne pro rata. All local unions must also affiliate with Building Trades Councils where such councils are organized in their respective cities.

WITHDRAWALS.

LOCAL UNIONS.

Sec. 82. In the event of the local union deciding by a majority vote to withdraw from the International Association, the minority, if ten members or more, shall retain the charter and supplies, shall be commended to all central bodies as the only legitimate organization, and shall receive the support of the International Association in accordance with the provisions of the Constitution.

Sec. 82A. Where two or more locals do or may exist in the same city or vicinity, agree to amalgamate by a majority vote in the affirmative, after advertised meeting of each local concerned, they may do so, and the International Secretary-Treasurer having been duly notified by the Secretary of each respective local union, and after re-

ceipt of (the customary) \$15.00, issue a new charter, after which the said amalgamated locals shall transact all business under terms of the new charter, and be considered as one local union.

This amalgamation of local unions shall in no wise be considered an act of dissolution of said locals, or withdrawal from the International Association, and in no wise shall Section 82 of the Constitution apply to this section. All money and property of the amalgamated locals shall revert to the newly chartered local, and the old charter revert back to the International.

TRANSFERS.

Sec. 83. Any member desirous of leaving the jurisdiction of his local union shall procure a Clearance Card from the Financial Secretary by paying all arrearages.

Sec. 84. When a member in good standing in a finishing local transfers into the jurisdiction of a structural local, member's transfer must be accepted and member granted the protection he is entitled to by virtue of his affiliation with the International Association.

Sec. 85. Should a member secure employment in the jurisdiction of any local union and fail to present Clearance Card he shall receive a permit, and sign his name and card number, for which he shall pay the sum of two dollars (\$2.00) on his first payday; said fund to be refunded if Clearance Card is deposited in fifteen (15) days. Should a member fail to comply with this section, he shall be fined ten (\$10.00) dollars, said fine to be collected through the International Office, when a local union presents said permit. It shall be optional with local unions to renew permit.

Any member who goes into the jurisdiction of any local to work, and fails to notify the local he is in their jurisdiction in-

side of two weeks, shall be fined the sum of ten dollars (\$10.00), said fine to be paid to the local which has jurisdiction over said work.

Sec. 86. Any member taking out a clearance card and has not deposited same in some other local within thirty days shall report back to the local which issued clearance card, and shall be required to furnish the secretary with a correct record of his whereabouts and his reasons for not depositing the same in some other local. The local issuing the clearance card will not be permitted to accept dues and assessments from said member until he has complied with the above to the satisfaction of the secretary, when the member will be entitled to another clearance card by paying his back dues and assessments.

Sec. 87. A Clearance Card, properly made out, must be honored by any local union to which it is presented. It shall be optional with the local union accepting such card to have applicant appear before the local Examining Board.

Sec. 88. Any member transferring from one local union to another, who has paid dues in advance, shall have same refunded. The Financial Secretary shall remove necessary stamps and mark transfer paid for month only in which it is issued.

Sec. 89. Any local union levying an assessment for a stated period of time shall clearly show what period and amount of assessment in membership book of member paying same. A member shall not be required to pay assessment to more than one local during any one month. A member received in any local on or after the twenty-eighth day of the month shall not be liable for any assessment of that month. A local levying an assessment and allowing more than one month in which to pay it in, shall charge to member transferring in and out,

only such part of assessment as equals the division of the time such member is in the jurisdiction of such local.

Sec. 90. When a member applies for new Membership Book or Clearance Card he shall present old Membership Book for cancellation, and no member shall be allowed to carry more than one book in the International Association.

Sec. 91. Clearance Card shall contain coupon, which must be returned to issuing local union by Secretary of local union accepting transfer.

Sec. 92. A local union may, in the case of a protracted strike or other disaster, annul the transfer privilege by securing the consent of the Executive Board. Said annulment can be revoked at any time the Executive Board may see fit.

Sec. 93. Any member belonging to a lapsed or suspended local union can procure a transfer if no charges exist against him, by applying to the Secretary-Treasurer and paying all arrearages.

Sec. 94. Financial Secretary must issue transfer to member upon the payment of dues and assessments, irrespective of personal debts.

Sec. 95. If a member applies for a transfer, makes the necessary remittance, and can produce documentary proof that the remittance has been made and the transfer not issued, the same can be procured from Headquarters, through the local union in whose jurisdiction the member is working.

PERSONS NOT WORKING AT THE TRADE.

Sec. 96. Members in good standing who cease to work at the business shall be entitled to the withdrawal card issued by this Association, which exempts them from the payment of all dues, and deprives them of all offices and benefits whatsoever.

The withdrawal card shall contain on its obverse side the following words:

INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL AND ORNAMENTAL IRON
WORKERS AND PILE DRIVERS.

.....191....

This certifies that....., the holder hereof, is at this day and date a member in good standing of.....Local Union No....., of.....of..... and is granted this honorable withdrawal card, which exempts him from all dues or taxes whatsoever, and acquits him of all rights to benefits of any kind whatsoever in said organization; and he is required to deposit same with the proper officer before seeking work under the jurisdiction of any local union; and he promises not to violate any trade requirement of the said International Association or its local unions while holding this card.

Witness our hands and the seal of the union, the day and year above written.

....., President.

....., Secretary.

Countersigned:

....., Secretary-Treasurer.

The reverse of the card shall contain the following, which must be subscribed to when the holder deposits same for the purpose of resuming active membership:

I hereby affirm, on my honor as a man, that since receiving this card I have not been guilty of violating any regulation of the International Association or any union subordinate thereto; and this declaration is made with the full knowledge that any willful misrepresentation renders me liable to discipline.

..... (Signature.)

The withdrawal card issued by local unions shall be similar to the above. Blank forms to be procured from the Secretary-Treasurer.

Any member of International who may take out withdrawal card and returns to the business shall be considered a member of local issuing said withdrawal card until such time as he procures transfer from local that issues withdrawal card, and if he returns to the business inside of one year he shall pay all back dues to the local that issues said card, or if he returns to the business after one year, said withdrawal card shall be forwarded to local issuing same and he shall pay one month's dues and procure a transfer if he so desires.

Sec. 97. A member of a local union working regularly at the business can not demand the right of withdrawing from the union on the plea of economizing expenses or of inability to pay his dues; and the union, in such a case, is justified in refusing a card.

DISABLED MEMBERS.

Sec. 98. The International Association will grant an honorary membership book to members who have been members for five consecutive years and have become permanently disabled or incapacitated while working at the trade, and are in good standing. Such book will permit the holder thereof to work in the jurisdiction of any local union, subject to the established working rules of the district. Said member shall be exempt from all dues and assessments with the exception of a fifteen (15) cent per capita tax, the payment of which will entitle said honorary member to the death benefit, according to the rules in Sec. 104. It will be optional with the local union of which he is a member to allow said honorary member full rights and privileges of

said union or not. Honorary membership books must be endorsed by the local union of which the injured or incapacitated member was affiliated with, the same to be revocable for cause. The General Secretary-Treasurer shall issue a special book and stamps for honorary members.

Sec. 99. When any person has been fined, suspended or expelled by a local union and moves to the jurisdiction of another local union, the Executive Board shall have the authority, upon request of local union or individual, to investigate the case in question and alter or amend penalty as in their judgment will be for the best interests of the International Association. The action of the Executive Board shall be subject to appeal to succeeding convention.

Sec. 100. Each local union Secretary shall keep a correct record of accidents and deaths of their members, and shall be furnished free of cost blank cards, which shall be filled out by the Secretary of the local union, and one card sent to the Secretary-Treasurer at headquarters to be filed for reference, and a duplicate to be retained on file by the local union for reference.

Sec. 101. Local unions not complying with the above shall be fined \$100 for each offense.

Sec. 102. Charges may be filed against any officer or member of the International Association on the ground of improper conduct, wronging or defrauding a member, willfully slandering any officer or member of the International Association, committing any offense discreditable to the International Association, endeavoring to create dissension among the members, attempting to cause secession from the International Association, for working against the interests and harmony of the International Association, advocating a division of the funds

or dissolution of any local union, advocating the separation of one local union from the International Association or otherwise doing any act which is contrary to the best interests of the International Association. Any person guilty under the within section shall be fined or expelled in accordance with the judgment of the Executive Board. Any charges brought under this section shall be filed in duplicate in writing with the President. One of said copies shall be retained by the President and the other shall be forwarded to the accused, and if such charge is of a character which, in the opinion of the President, shall require action on the part of the Executive Board, said accused may be tried by the Executive Board in the manner provided for trials of local unions and officers, or the President may appoint a member of the Executive Board to take the evidence of both the accused and the accuser, wherever the same may be found, and report the same to the International Secretary-Treasurer, together with his recommendations. Said report and recommendations shall thereupon be sent to each member of the Executive Board and a written vote shall be taken by said Board upon the question of whether said charges have been sustained. A majority vote shall be sufficient for a finding. If the accused desires to appeal from the decision of the Executive Board he may appeal to the succeeding convention, provided said appeal is filed not later than thirty days previous to said convention and provided said accused has first complied with the findings of the Executive Board.

Sec. 103. Any officer of a local union, whether elected or appointed, who shall, after a fair and impartial trial by jury, be found guilty of misappropriating the funds of a local union, shall forfeit all rights to hold any office of trust in the Association. Conviction shall be subject to appeal to the International Executive Board.

DEATH CLAIMS.

Sec. 104. The International Association shall pay a death benefit of one hundred fifty dollars (\$150) in case of the decease of each member in good standing. Such benefit shall be payable to the widow of the member, if living, and if deceased to his children, or if he leave neither widow nor children, then to his personal representative. Remittance shall be made by the International Secretary-Treasurer to the Financial Secretary of the local union, on presentation of proof of death from the Secretary of the local union accompanied by the decedent's membership book and by a death certificate of the attending physician. Death benefits shall not be paid unless a claim is made therefor within sixty days from the date of death, nor if the decedent has been thirty days in arrears in payment, nor if he has not been a member in good standing for at least six months prior to the date of his death. Death benefits shall be payable only for members paying the highest amount of per capita tax adopted by the International Association. All death benefits shall be payable out of the funds in the International treasury and no suit shall be brought or maintained by any member against any local union or the members thereof for the payment of any death benefits. No local union, nor any member thereof, shall be liable for said death benefits. All membership books shall be returned to the local union of which the deceased was a member, upon written request of the Secretary of the local, after the first meeting of the International Executive Board.

Sec. 105. It shall be the duty of the Secretary of each local union to notify the International Secretary-Treasurer immediately of the death of any member in good standing.

Sec. 106. Local unions shall receive statement of stamp account from Secretary-Treasurer quarterly. Upon failure to remit for same within thirty days from date of such statement the members of said local union shall not be entitled to death benefits until all arrearages are paid.

Sec. 107. When a question arises as to the legality of a death claim the Secretary-Treasurer shall have authority to investigate the case and require a sworn statement, signed by the President and Financial Secretary of the local union from which the claim originated. If it is found that the Financial Secretary of any local union has altered the Dues Book of any member after death, he shall be suspended from all rights and privileges of the International Association for a period of six (6) months, and the local union shall be fined the sum of one hundred dollars (\$100). The above fine must be paid subject to an appeal to the next convention.

STRIKES.

Sec. 108. Strikes not requiring financial aid from the International Association can be conducted on the rules and usages laid down by the local union interested. All local unions to receive the assistance of the International Association for a general strike must present agreement desired to the Executive Board at least sixty days prior to its taking effect. Said agreement must receive approval of a majority of the Executive Board, and if this law is not complied with, local unions seeking financial assistance shall have no claim on the International Association. The President shall not, by telegram or letter or in any other way, advise a local union to return to work when on strike without his advice has been asked for over the seal of the local on strike, neither shall the Executive Board

have any such power without first sending a representative of the International to the local union on strike. The President and the Board shall then have power to act in accordance with instructions received from the representative. A violation of any of these duties shall be a sufficient reason for recall.

Sec. 109. After an agreement has been entered or articles of agreement presented to employers by any local union, said local union must immediately furnish the Secretary-Treasurer with a sufficient number of copies of said agreement for distribution to each local union, and one copy of said agreement to be on file in the office of the Secretary-Treasurer.

Sec. 110. Should a local union violate the provisions of an agreement that has been accepted by it and approved by the Executive Board, and said violation cause a strike, it is hereby understood that no financial assistance shall be extended by the International Association during the existence of such strike.

Sec. 111. A local union having a grievance shall present same with full particulars to the President, whose duty it shall be to use his best endeavors to adjust said difficulty. Failing in a settlement, the President shall be empowered by and with the consent of a majority of the Executive Board to call a strike pending settlement of grievance. Strike so called shall be under the supervision of the Executive Board, and no local union involved in such strike shall be permitted to make a settlement without first receiving the consent of the Executive Board.

BONDING OF LOCAL OFFICERS.

Sec. 112. Within a reasonable time before the beginning of each year it shall be the duty of the President and Secretary-

Treasurer to arrange satisfactory terms with a reliable surety company and to enter into a contract with such company for the bonding during the ensuing year of all local union Financial Secretaries, Business Agents and Treasurers in a sufficient amount to be determined by them. The bonds thus secured shall be held in trust by the Secretary-Treasurer, and all local unions shall fill out and forward, or cause to be filled out and forwarded, to the Secretary-Treasurer the necessary applications and other information required thereunder. It shall be the duty of each local union to comply with the provisions and terms thus arranged under the usual penalties, and each local union shall pay to the Secretary-Treasurer within the time prescribed by him the amount of premium due for the officer or officers of the local union so bonded. Should any claim for loss of money be made by a local union under the bond, notice of such shall be forwarded to the Secretary-Treasurer by the Financial Secretary of the local union, under seal, and a sworn itemized statement showing the amount of such loss shall accompany such notice, or shall be furnished as soon thereafter as practicable. On receipt of such notice the Secretary-Treasurer shall notify the surety company of the loss, and upon proper proof thereof being made shall demand payment of the same, to be made to him by the surety company, and upon such payment being made he shall forward the said amount to the Financial Secretary of the local union which has sustained the loss.

Sec. 113. No local union shall be authorized to accept as a settlement of any loss thus incurred any amount less than the actual loss incurred (provided such loss does

not exceed the amount of the bond) or release the surety company from liability without the consent of the Secretary-Treasurer.

CREDENTIALS OF OFFICERS.

Sec. 114. A credential shall be issued to each officer by the Secretary-Treasurer, having seal attached, showing rank, date of election or appointment and tenure of office, which shall be recognized by all members of the International Association as authority to act for the Executive Board within the limits of the Constitution.

OFFICIAL JOURNAL.

Sec. 115. There shall be published monthly at Headquarters, in the English language, an Official Journal, which is known as The Bridgemen's Magazine. The Secretary-Treasurer shall have charge of its publication, employing such assistants as are necessary. Such assistants shall, as far as practicable, be selected from the ranks of the International Association, and their appointment shall be subject to the approval of the Executive Board. The expense of maintaining the Official Journal shall be paid from a special fund. The magazine shall be furnished members through the agency of their local union, and it shall be furnished to other subscribers at the uniform rate of \$1.00 per annum. The maintenance of the Official Journal shall be from a revenue of 5 cents per member per month, individual subscriptions and advertising.

Sec. 116. All official communications sent out by the Secretary-Treasurer for the general information of the members of the International Association shall, with the approval of a majority of the International Executive Board, be published in the Official Journal. The Secretary-Treasurer

shall make all rules and regulations as to the rates for advertising and all other matters pertaining to the publication of said Official Journal, subject to the supervision of the Executive Board.

PRINTING AND SUPPLIES.

Sec. 117. The President and Secretary-Treasurer shall receive competitive bids and award contracts to the lowest bidder for the printing of the magazine and supplies for Headquarters and local unions, and endeavor to adopt a uniform system of ledgers, receipts, permits, monthly report blanks and supplies.

Sec. 118. All constitutions, dues books, emblems, buttons, blanks and other supplies shall be furnished by the Secretary-Treasurer, per order of the Secretary of any local union in good standing, at the prices quoted on the official price list. A remittance must accompany all orders for supplies. Emblems of the International Association shall be sold to members only.

DONATIONS.

Sec. 119. The funds of this Association, having been raised for the protection and relief of its members, shall not be donated for any purpose except by a two-thirds vote of the International Association in convention assembled.

Sec. 120. The funds of this organization shall not be donated or appropriated to pay the traveling expenses of any delegate to a convention of the International Association.

DEFENSE FUND.

Sec. 121. The Defense Fund shall consist of 12½ per cent. of all moneys received from the sale of monthly dues stamps. No moneys on deposit to the credit of the De-

fense Fund shall be expended in assisting local unions unless a written grievance has been presented to the Secretary-Treasurer and indorsed by a majority of the Executive Board prior to the request for aid. The Executive Board shall have the power to borrow from said fund not exceeding ten thousand dollars (\$10,000) for any special emergency. A majority of the Executive Board shall be required to expend moneys credited to the Defense Fund. No moneys in the Defense Fund shall be available for any purposes until January 1, 1920, except as provided herein.

MEMBERSHIP BOOKS.

Sec. 122. The President and Secretary-Treasurer shall have printed in sufficient amounts to supply the members of the International Association neatly printed and bound books containing a number of due sheets duly divided for the recording of monthly dues under the dues stamp system; pages shall also be provided for recording transfers.

Sec. 123. The following instructions to members shall be printed in above Membership Books. Every member is requested to familiarize himself with the following:

Every member of the International Association shall procure from the Secretary-Treasurer, through the agency of his local union, a Membership Book for the receipt of his monthly dues and assessments stamps. All monthly dues are payable in advance; each Membership Book shall bear the name and membership number of the holder.

As soon as a member has paid his dues the Financial Secretary shall paste a dues stamp in the space covering the month or months the member pays for and shall cancel the same with official stamp, showing date of payment.

Should a member lose his Membership Book, he must make a personal application to the local Financial Secretary for another, who will procure the same through the Secretary-Treasurer. The latter officer will notify all local unions of the loss. The duplicate book shall bear the same number, also the same number of dues and assessment stamps, but will be stamped "Duplicate."

RULES TO GOVERN INSIDE BRIDGE AND STRUCTURAL IRON WORKERS.

Sec. 124. This branch shall be composed of men employed in the various shops engaged in the construction of all material as specified in Sections 8-11 of the Constitution.

Sec. 125. They shall be required to form themselves, wherever a sufficient number may be obtained, into separate local unions, and shall be governed by these special rules and regulations.

Sec. 126. Each local union of shop workers shall regulate its initiation fee to meet the conditions existing within its jurisdiction; they shall also make such other conditions for membership as may be suitable, but in no case, except when local unions are being newly formed, shall the entrance fee be less than five (\$5.00) dollars.

Sec. 127. A member of a shop workers' local union desiring to transfer to an outside workers' local union shall present a transfer, which shall state fully the amount of entrance fee paid by him, when, after proving himself qualified, he may be accepted by an outside workers' local union upon the payment of a differential fee sufficient to equal the standard initiation fee.

Sec. 128. When desiring to transfer from one shop workers' local union to another,

then Sections 83-95 of this Constitution shall apply and a special form of transfer card shall be provided for the shop men.

Sec. 128½. In a district where there are not a sufficient number of outside workers to maintain a local union, both shop workers and outside workers may combine into one local union and make such provisions to regulate the trade in their jurisdiction as may best promote its interests, subject to and not in conflict with this Constitution.

Sec. 129. The per capita tax of all inside iron workers shall be 20 cents per month per member, payable monthly. The Secretary-Treasurer shall issue a special dues stamp to distinguish all inside iron workers from structural iron workers, stamps to be paid for at the above valuation.

Sec. 130. The representation in convention shall be one delegate for 150 members or less, an additional one for each 150 or major fraction thereof up to 600, one for each 350 or major fraction thereof up to 1,200, and one for each 600 or major fraction thereof thereafter.

Sec. 131. Not more than one assessment of fifty (50c) cents per quarter shall be assessed on the outside locals for the benefit of shopmen.

Sec. 132. All questions not provided for in these rules shall be governed by this Constitution.

GENERAL MEMBERSHIP CARD.

RULES AND REGULATIONS GOVERNING MEMBERS IN ISOLATED LOCALITIES.

Sec. 133. The Secretary-Treasurer will forward application blanks when requested to do so by any person or persons who work at the trade of bridge and structural iron work where no local union of the In-

ternational Association exists, and if the said person or persons are not expelled members and have no charges against them in any local union of the International Association and are of good moral character, can command the wages in any of our jurisdictions, and on payment of \$5.00 entrance fee, they may, on signing the application, which will contain the obligation of the International Association, be placed on the roll as general members at Headquarters, subject to all the laws, rules and regulations governing general members.

Sec. 134. When a general member has paid dues in advance and procures certificate or transfer to a local union, the Secretary-Treasurer shall refund all dues paid in advance over and above the current month in which transfer is issued.

Sec. 135. Should a general member transfer to the jurisdiction of any local union within six months after being initiated, a differential fee of twenty dollars (\$20.00) must be paid.

Sec. 136. If a member is in a locality where no local union of the International Association of Bridge and Structural Iron Workers exists, he must, in order to retain his beneficiary standing, forward the sum of 75 cents per month to Headquarters and be placed on the general roll.

Sec. 137. A general membership book will be issued by the Secretary-Treasurer on receipt of the initiation fee and not less than three months' dues in advance. The general membership certificate, which can be secured from the Secretary-Treasurer the same as a transfer, must be deposited as soon as the member reaches the jurisdiction of a local union.

Sec. 138. Each General Membership transfer shall have a coupon attached and on deposit of said transfer the Financial

Secretary receiving it must sign the same, affix the seal of the local union thereon and forward the coupon to Headquarters.

PROVISIONS FOR THE AMENDMENT OF THE CONSTITUTION.

Sec. 139. All Constitutions and laws and parts of laws in conflict with this Constitution are void, and the same are hereby repealed.

Sec. 140. Any local union shall have the right to propose, through the columns of the Official Journal, amendments to the International Constitution, and such proposed amendment shall be acted upon by each local union at the meeting next following the receipt of the Journal containing such proposed amendment. If said amendment receives the endorsement of at least five local unions, it shall, within thirty days thereafter, be submitted to a popular vote. Such votes shall be taken through the local unions and a copy of the record of the actual vote pro and con shall be transmitted to the International Secretary-Treasurer under the seal of the local union, with the signatures of the President and Secretary affixed. It shall require a majority of two-thirds of all votes cast for the adoption of such an amendment. No votes shall be counted unless they have reached the hands of the Secretary-Treasurer within thirty days after the amendment has been submitted to a vote.

Sec. 141. All amendments, after being made, shall be published in the Official Journal.

Sec. 142. Any amendment of the International Constitution being endorsed as required shall be submitted to a popular vote of the members. A copy of the record of such actual vote pro and con to be trans-

mitted to the Secretary-Treasurer under the seal of the local union, with the signatures of the President and Secretary affixed, and sworn to by the Secretary before a Notary Public, and no amendments (except those adopted at the convention) shall be valid unless two-thirds of the members voting vote in favor thereof, the result to be transmitted within thirty days from date of submitting the amendments to a vote; each amendment to be printed in pamphlet form for local unions and the Official Journal.

Two weeks previous to the time set for the close of the referendum vote, the Secretary-Treasurer shall cause the returns of local unions to be checked up, and any local union that has failed to make returns shall be notified by registered letter calling to its attention that its vote has not been received and asking same to be sent at once.

Sec. 143. Whenever a question other than the amendment of the Constitution is submitted to the local unions by the Secretary-Treasurer, it shall require a majority vote of members voting to decide; said actual vote, pro and con, under seal of local union, and signed by the Financial Secretary and President, shall be returned to the Secretary-Treasurer within thirty days after being submitted.

Sec. 144. Local unions failing to comply with the above section shall be fined ten dollars, but no local union shall be fined for not taking action on a proposed amendment unless the same has been submitted by the President by circular letter.

Sec. 145. The Secretary-Treasurer shall publish an itemized record of the vote as submitted by local unions.

Sec. 146. Should any amendment be carried, the President shall notify all local unions within thirty days of the result, and specify a date on and after which said amendment shall become a law.

RULES OF ORDER.

Sec. 147. Roberts' Rules of Order govern all proceedings not otherwise specified herein.

ORDER OF BUSINESS.

1. Call of Convention to Order.
2. Presentation of Original Credentials.
3. Report of Committee on Credentials.
4. Roll Call of Delegates.
5. Appointment of Committees.
6. Report of President.
7. Report of Secretary-Treasurer.
8. Report of Executive Board.
9. Reading and Referring of Resolutions, Memorials and Petitions.
10. Reports of Local Unions.
11. Communications and Bills.
12. Reports of Committees.
13. Unfinished Business.
14. Election of Officers.
15. Installation of Officers.
16. For the General Good of the Association.
17. Reading the Minutes of the Session Just Closed.
18. Adjournment.

OLD AGE PENSION FUND.

Section 1. A member who has reached the age of 60 years and has been a member of the International continuously for a period of twenty consecutive years, shall be eligible to a pension of \$20.00 per month.

Sec. 2. As our International Association did not until February, 1904, have a record of the members affiliated with it, it would be impossible, therefore, to put this into effect for some years, so we would suggest that the time be dropped to 16 years for those members who were on record at Headquarters in February, 1914. This would leave them eligible to the benefits of the fund by February 1, 1920; provided, that any local union that has been suspended

from the International and reinstated previous to this law becoming effective, the members of such local shall not be debarred from participation in the "Old-Age" Pension Fund.

Sec. 3. All members who joined the International Association after February 1, 1904, to be eligible to the fund, must be members of the International Association continuously for a period of 20 years.

Sec. 4. Any member of the International who has been continuously a member of the International Association for a period of 15 years, and who has permanently been disabled while working at the trade and is unable to follow the trade for a livelihood, shall be entitled to the benefits of the fund, as described in Section 1, but no member shall be eligible to benefits from the fund until February 1, 1920; this shall apply also to members who are carrying honorary membership books.

Sec. 5. That a 25-cent assessment shall be levied quarterly, to be set aside as an "Old Age" Fund; the payments on this fund to start on January 1, 1916; and as there would be no member eligible to benefits from this fund until February 1, 1920, the moneys paid into this fund from January 1, 1916, would create a fund that would be sufficient to provide for all those entitled to benefits described in the foregoing sections.

Sec. 6. It is distinctly understood that to be eligible to benefits from the "Old Age" Fund that members must be 60 years of age and have been continuously a member of the International Association for a period of 16 years, if a member of record February 1, 1904, and 20 years if they joined the organization after February 1, 1904; the payment of per capita tax at Headquarters to be the proof of a member's continuous

good standing in the International. The foregoing not to affect Section 4, which provides that a member who is disabled while following the trade and has been continuously a member for 15 years shall be entitled to the benefits described in Section 1.

Sec. 7. Members making application for benefit as provided for in this "Old Age" Pension Fund must have their application certified to by the local union of which they are a member, and the application must be accompanied by a certified birth certificate, or satisfactory proof of old age must be presented to the International Executive Board, and the local must certify that applicants are permanently disabled or incapacitated. The International to have at all times the right to investigate claims made and to reject all fraudulent ones.

OBLIGATION OF MEMBERS.

I (give name) hereby solemnly and sincerely pledge my honor as a man that I will not reveal any private business or proceedings of this union or of the International Association or any individual actions of its members; that I will, without equivocation or evasion, and to the best of my ability, abide by the Constitution and By-Laws, and the particular scale of wages adopted by it; that I will abide by the will of the majority, and that I will at all times, by every honorable means within my power, procure employment for members of this union.

OBLIGATION OF OFFICERS.

I (give name) do hereby solemnly pledge my honor as a man that I will faithfully discharge the duties of my office as (office

elected to) of the International Association; that I will support the Constitution of the International Association of Bridge, Structural and Ornamental Iron Workers, and that I will enforce the same to the best of my ability, without prejudice or partiality.

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CONSTITUTION.

NAME.

Section 1. This organization shall be known as the International Association of Bridge, Structural and Ornamental Iron Workers.

MEMBERSHIP.

Sec. 2. This organization shall consist of an unlimited number of bridge, structural and ornamental iron workers and pile drivers' local unions and the various members thereof and it shall not dissolve as long as any two local unions oppose such dissolution.

QUALIFICATIONS.

Sec. 3. Any candidate to be admitted to membership in any local union of the International Association must be a practical workman, and must be of good moral character and competent to demand standard wages.

Sec. 4. Any applicant failing to meet the requirements of a local union affiliated with the International Association shall not be eligible for membership in any other local union of the International Association for a period of six months after being rejected by the first local union that he applied to. Should said applicant gain membership by false pretenses, his Due Book shall be revoked.

Sec. 5. A person who has been fined, suspended, expelled or rejected by any local union of the International Association shall not be eligible to membership in any other local until such time as any fine that has been imposed has been paid to the local imposing said fine, except by permission of the International Executive Board. Any local union violating this law shall be fined the

amount of said fine, same to be collected by the International Association and paid into the treasury of the local imposing said fine.

Sec. 6. Any one making application to a local union shall be compelled to pay his full initiation fee to the local union to which he has made application.

OBJECTS.

Sec. 7. The objects of the International Association shall be to encourage a higher standard of skill, to cultivate feelings of friendship among the craft, to assist its members in securing employment, to reduce the hours of labor, to secure adequate pay for the work of its members by legal and proper means, to discourage piece work, to cultivate the moral, intellectual and social condition of all members and to improve this trade.

JURISDICTION.

Sec. 8. The erection and construction of all steel and cast-iron structures, ornamental or otherwise, viz: Bridges and viaducts, steel stacks, steel coal bunkers, ash, coal and ore conveyors, car-dumpers, jail and cell work, steel grain elevators, and tanks, steel standpipes, steel water tanks, enamel steel tanks, iron and steel bulkheads, steel towers, blast furnaces, including skip hoists and top rigging, ash pans and ash hoppers. All structural work pertaining to buildings, or such as gallows frames in support of boiler frames, and all steel or cast iron work pertaining to buildings, or in support of boilers, including foundation beams, columns, beams or girders, and structural work for safe deposit vaults, mullions, steel or cast iron; also the wrecking and dismantling of the above mentioned or anything pertaining thereto; also any work required to change, or alter in field material shipped from the shops, such as framing, cutting, bending and drilling,

burning and welding by acetylene, gas and electric machines; ornamental front work (solid or shell); corrugated sheet work when attached to steel frames, plates, anchors, caps, corbells, light lintels, brewery tank and vat work.

Sec. 9. The jurisdiction shall extend to the erection and removal of all necessary false work, all derricks, travellers and scaffolding, all pile-driving and wharf-building and the handling and operating of derricks, on all forms of construction work.

Sec. 10. Iron, steel and reinforced concrete are included in the above claim, and under no circumstances are any of the above three items to be conceded to a pile-drivers' or derrick men's union by this Association. The moving and placing of heavy machinery in bridges and buildings, elevator cars, elevator pans, all grating, bucks for hallways, iron partitions, ceilings, hangers, clips and all bracket work; work appertaining to concrete work, all iron flooring, rolling shutters and curtains, iron frames, Kalameined and iron doors, shutters, cast tiling, trench frames, plates, overhead travelers, all wire work, railings, window guards and all fencing, all metal forms and false work pertaining to concrete construction. Lowering, hoisting and placing on foundations of all machinery, tanks, dryers, sectional watertubes and tubular boilers, hoisting and erecting of all stokers, placing on foundation of all pumps, placing of deposit boxes, lowering, hoisting and placing of all safes and dismantling of all old vaults, accumulators and steam engines; lowering and hoisting of all rams and cylinders: traveling sheaves and vertical hydraulic elevators, lowering and hoisting and placing in permanent position all electric elevator machines that require rigging. Rails in carload lots shall be loaded and unloaded and carried into building by members of the above organization.

Sec. 11. The erection and construction of all ornamental and structural iron, brass and bronze, all grill work, sidewalk and vault lights, skylights, roofs and towers, all elevator and dumb-waiter enclosures, all iron fronts, metal furniture, all hollow metal stair and elevator enclosures, all metal ornamental work, mail, baggage or ash chutes, all cast or wrought iron ventilators, iron stairways, fire escapes, iron or steel signs, and all housesmith work on buildings.

CONVENTION.

Sec. 12. The convention of this Association shall be held biennially, on the third Monday of September, at such place as may be designated by the last preceding convention.

Sec. 13. On motion of five local unions in good standing, no two local unions being from one state, the time and place or either of them of holding a convention may be changed. Whenever such motions, after being duly passed by the locals proposing them, have been presented to the Secretary-Treasurer, a referendum vote of the members of the International Association shall be taken and a majority of all the votes cast shall be decisive. A special convention may be called in the same manner.

Sec. 14. A quorum for the transaction of business shall consist of a majority of the local unions represented at the convention.

REPRESENTATION.

Sec. 15. Each local union shall be entitled to representation as follows: One for 100 members or less, and an additional one for each 100 or major fraction thereof, up to 500; one for each additional 250 or major fraction thereof up to 1,000, and one for each additional 500 or major fraction thereof thereafter.

Sec. 16. Representation shall be based upon the average number of monthly dues stamps purchased during the fiscal year.

Sec. 17. Each delegate shall establish his claim to a seat by credentials duly signed by the President and Secretary of the local union he represents, with the seal of said local union attached.

Sec. 18. No member shall be eligible as a delegate or proxy delegate to a convention of the International Association unless he is a practical structural or ornamental iron worker or pile driver, working at the trade three months or more in the past year, or who has been injured and incapacitated at the trade and still retains active membership in the local union, and must be six months a member in good standing in the local union.

No delegate shall be permitted to cast more than one proxy vote and then only for the local from which he is elected.

Sec. 19. A local union which is indebted to the International on its accounts of the last fiscal year shall not be entitled to representation unless such indebtedness be paid previous to the calling to order of the convention.

Sec. 20. No local union shall be entitled to representation unless organized at least four months prior to date of holding convention.

Sec. 21. The election of delegates and alternates shall be held at a regular meeting or election on or before the 15th day of July of the year the convention is held.

Sec. 22. The recording secretary shall within one week after any election of delegates report to the International Secretary-Treasurer the name and postoffice address of each delegate and alternate. If he fail to do so, he shall be fined in the sum of

five dollars, which said sum shall be payable into the International treasury.

OFFICERS.

Sec. 23. The officers shall consist of a President, First, Second, Third, Fourth, Fifth and Sixth Vice-Presidents, and a Secretary-Treasurer, who shall constitute the Executive Board. No local union shall be entitled to more than one of said officers or members of Executive Board.

Sec. 24. All officers shall be elected at and during each biennial convention, and they shall be elected in the order as set out in the previous section, and shall serve for the period of two years and until their successors are elected and duly qualified. Any member of this Association holding any salaried office in his respective local union and who is elected to any International office shall be required to resign from all salaried offices of his respective local.

Sec. 25. Each officer shall be voted upon separately and each election shall be conducted by three judges of election. In the event there are not more than two candidates for any office, each candidate shall name one judge of election and the President shall appoint the third judge. If there are three candidates, each candidate shall select one judge, and if there are more than three candidates for one office, the three candidates first nominated shall name the judges of election.

Sec. 26. The election shall be conducted by secret ballot; the Secretary shall call the roll and each delegate shall step to the ballot box and deposit his ballot in the ballot box in the presence of the judges. A majority of all votes cast necessary for an election.

Sec. 27. All officers, at the expiration of their terms of office or when removed, shall

deliver to their successors all books, papers, money and other property in their possession belonging to the International Association, and they shall not be relieved from their bonds until this law is complied with.

Sec. 28. The President and Secretary-Treasurer shall be members of the succeeding convention, but without vote. They shall be eligible for re-election and their hotel and railroad expenses shall be defrayed by the International Association. In the event of the President or Secretary-Treasurer being returned as delegates by their respective local unions, their expenses shall be paid by the local union they represent, and they shall be vested with the same powers and privileges as other delegates. Nothing herein contained shall deprive the President of his established prerogative of voting in case of a tie.

DUTIES OF THE PRESIDENT.

Sec. 29. It shall be the duty of the President to devote his whole time to the interests of the International Association. He shall preside at all sessions of the biennial convention and conduct the same according to parliamentary law in conformity with the Constitution, and appoint the following committees, which shall consist of no less than five delegates: Officers' Reports, Constitution, Resolutions and Propositions, and Press Committees, and any other that the convention may order, unless otherwise specially provided for. In the event of a death, resignation, suspension or removal of any officer, he shall appoint a successor to fill the vacancy thus created, and said member appointed shall be a member in good standing of the local union to which his predecessor belonged; such appointment to be approved by the Executive Board and made in accordance with Section 23. He shall, in conjunction with the Secretary-

Treasurer and Executive Board, grant and sign all charters and official documents and exercise a general supervision over the affairs of the International Association. He shall organize, or cause to be organized, local unions in isolated localities. He shall submit to the Secretary-Treasurer at the end of each month an itemized account of all money expended by him. He shall make partial reports of his transactions for publication in the Official Journal, monthly, and shall report all of his transactions to the succeeding convention of the International Association. The President shall select expert auditors, subject to the approval of a majority of the Executive Board, who shall audit the accounts of the Secretary-Treasurer quarterly, a copy of this report to be forwarded to each local and a full report of the audits published in the Official Journal at the end of the fiscal year. The President shall be jointly responsible with the Secretary-Treasurer for the disbursement of all funds from the treasury of the International Association, with the exception of the sum of \$10,000, which shall be placed at the disposal of the Secretary-Treasurer for current expenses, said sum to be replenished, when necessity requires, by and with the consent of a majority of the Executive Board, by an order countersigned by the President. He shall, before assuming his duties, execute a surety bond with a reliable surety company in the sum of not less than two thousand five hundred dollars (\$2,500), subject to the approval of the Executive Board, and payable to the International Association. The President shall receive for the faithful performance of his duties the sum of two thousand five hundred dollars (\$2,500) per annum, payable in monthly installments, and he shall be allowed on presentation of receipted bills, railroad fare, telegrams and telephone messages, and four dollars (\$4.00) per day for hotel expenses.

ternational Association exists, and if the said person or persons are not expelled members and have no charges against them in any local union of the International Association and are of good moral character, can command the wages in any of our jurisdictions, and on payment of \$5.00 entrance fee, they may, on signing the application, which will contain the obligation of the International Association, be placed on the roll as general members at Headquarters, subject to all the laws, rules and regulations governing general members.

Sec. 134. When a general member has paid dues in advance and procures certificate or transfer to a local union, the Secretary-Treasurer shall refund all dues paid in advance over and above the current month in which transfer is issued.

Sec. 135. Should a general member transfer to the jurisdiction of any local union within six months after being initiated, a differential fee of twenty dollars (\$20.00) must be paid.

Sec. 136. If a member is in a locality where no local union of the International Association of Bridge and Structural Iron Workers exists, he must, in order to retain his beneficiary standing, forward the sum of 75 cents per month to Headquarters and be placed on the general roll.

Sec. 137. A general membership book will be issued by the Secretary-Treasurer on receipt of the initiation fee and not less than three months' dues in advance. The general membership certificate, which can be secured from the Secretary-Treasurer the same as a transfer, must be deposited as soon as the member reaches the jurisdiction of a local union.

Sec. 138. Each General Membership transfer shall have a coupon attached and on deposit of said transfer the Financial

Secretary receiving it must sign the same, affix the seal of the local union thereon and forward the coupon to Headquarters.

PROVISIONS FOR THE AMENDMENT OF THE CONSTITUTION.

Sec. 139. All Constitutions and laws and parts of laws in conflict with this Constitution are void, and the same are hereby repealed.

Sec. 140. Any local union shall have the right to propose, through the columns of the Official Journal, amendments to the International Constitution, and such proposed amendment shall be acted upon by each local union at the meeting next following the receipt of the Journal containing such proposed amendment. If said amendment receives the endorsement of at least five local unions, it shall, within thirty days thereafter, be submitted to a popular vote. Such votes shall be taken through the local unions and a copy of the record of the actual vote pro and con shall be transmitted to the International Secretary-Treasurer under the seal of the local union, with the signatures of the President and Secretary affixed. It shall require a majority of two-thirds of all votes cast for the adoption of such an amendment. No votes shall be counted unless they have reached the hands of the Secretary-Treasurer within thirty days after the amendment has been submitted to a vote.

Sec. 141. All amendments, after being made, shall be published in the Official Journal.

Sec. 142. Any amendment of the International Constitution being endorsed as required shall be submitted to a popular vote of the members. A copy of the record of such actual vote pro and con to be trans-

mitted to the Secretary-Treasurer under the seal of the local union, with the signatures of the President and Secretary affixed, and sworn to by the Secretary before a Notary Public, and no amendments (except those adopted at the convention) shall be valid unless two-thirds of the members voting vote in favor thereof, the result to be transmitted within thirty days from date of submitting the amendments to a vote; each amendment to be printed in pamphlet form for local unions and the Official Journal.

Two weeks previous to the time set for the close of the referendum vote, the Secretary-Treasurer shall cause the returns of local unions to be checked up, and any local union that has failed to make returns shall be notified by registered letter calling to its attention that its vote has not been received and asking same to be sent at once.

Sec. 143. Whenever a question other than the amendment of the Constitution is submitted to the local unions by the Secretary-Treasurer, it shall require a majority vote of members voting to decide; said actual vote, pro and con, under seal of local union, and signed by the Financial Secretary and President, shall be returned to the Secretary-Treasurer within thirty days after being submitted.

Sec. 144. Local unions failing to comply with the above section shall be fined ten dollars, but no local union shall be fined for not taking action on a proposed amendment unless the same has been submitted by the President by circular letter.

Sec. 145. The Secretary-Treasurer shall publish an itemized record of the vote as submitted by local unions.

Sec. 146. Should any amendment be carried, the President shall notify all local unions within thirty days of the result, and specify a date on and after which said amendment shall become a law.

RULES OF ORDER.

Sec. 147. Roberts' Rules of Order govern all proceedings not otherwise specified herein.

ORDER OF BUSINESS.

1. Call of Convention to Order.
2. Presentation of Original Credentials.
3. Report of Committee on Credentials.
4. Roll Call of Delegates.
5. Appointment of Committees.
6. Report of President.
7. Report of Secretary-Treasurer.
8. Report of Executive Board.
9. Reading and Referring of Resolutions, Memorials and Petitions.
10. Reports of Local Unions.
11. Communications and Bills.
12. Reports of Committees.
13. Unfinished Business.
14. Election of Officers.
15. Installation of Officers.
16. For the General Good of the Association.
17. Reading the Minutes of the Session Just Closed.
18. Adjournment.

OLD AGE PENSION FUND.

Section 1. A member who has reached the age of 60 years and has been a member of the International continuously for a period of twenty consecutive years, shall be eligible to a pension of \$20.00 per month.

Sec. 2. As our International Association did not until February, 1904, have a record of the members affiliated with it, it would be impossible, therefore, to put this into effect for some years, so we would suggest that the time be dropped to 16 years for those members who were on record at Headquarters in February, 1914. This would leave them eligible to the benefits of the fund by February 1, 1920; provided, that any local union that has been suspended

from the International and reinstated previous to this law becoming effective, the members of such local shall not be debarred from participation in the "Old-Age" Pension Fund.

Sec. 3. All members who joined the International Association after February 1, 1904, to be eligible to the fund, must be members of the International Association continuously for a period of 20 years.

Sec. 4. Any member of the International who has been continuously a member of the International Association for a period of 15 years, and who has permanently been disabled while working at the trade and is unable to follow the trade for a livelihood, shall be entitled to the benefits of the fund, as described in Section 1, but no member shall be eligible to benefits from the fund until February 1, 1920; this shall apply also to members who are carrying honorary membership books.

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I (give name) do hereby solemnly pledge my honor as a man that I will faithfully discharge the duties of my office as (office

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